PHILIP MORRIS

INCORPORATED

100 PARK AVENUE, NEW YORK, N.Y. 10017

JOSEPH F. CULLMAN, 3rd
CHAIRMAN OF THE BOARD

STATEMENT OF THE CHAIRMAN OF THE BOARD
PHILIP MORRIS INCORPORATED

Equal Employment Opportunity is not only our corporate policy, but it also is our corporate philosophy. Philip Morris, having long embraced the principle, hereby renews and reaffirms its formal "Plans for Progress" Commitment of April 18, 1968 to Equal Opportunity in Employment by again pledging itself to ensure that all employees and applicants are afforded equal opportunities in all aspects of employment, including training and development, transfer, promotion and compensation.

Philip Morris is further aware of its obligations as a government contractor under the provisions of Executive Order 11246 to effect an Affirmative Action Program to actively seek out minority applicants for employment, provide required training and orientation, and give equal consideration to those employed without regard to race, creed, color, national origin or sex.

This Corporate Affirmative Action Program which applies to all domestic locations of Philip Morris Incorporated and its subsidiaries augments Philip Morris' long standing policy of non-discrimination and re-emphasizes the company's continuing dedication to the concept of Equal Opportunity in Employment for every employee. The Program of Affirmative Action will be progressive and permanent.

The President of Philip Morris Incorporated is assigned the responsibility for executing the Equal Opportunity Policy through the presidents of each operating company, who are in turn responsible for ensuring the preparation and implementation of a local Affirmative Action Program for each domestic location. The local programs will be consistent with the corporate principles outlined above, but will be tailored to the business and community needs and opportunities of the individual facility. The Vice President - Corporate Personnel is appointed Equal Employment Opportunity Executive and will monitor the progress of the program and report to this office on a quarterly basis.

The attainment of Equal Employment Opportunity at Philip Morris requires our full support and continuing dedication. Each of us should accept his clear responsibility in this effort.

Joseph F. Cullman, 3rd

July 8, 1969

1000311260

Source: https://www.industrydocuments.ucsf.edu/docs/mqhk0000